

**WCAV-TV, WAHU-CD, WVAW-LD**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2010 – May 31, 2011**

**Section I. VACANCY LIST**

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1-20, 22-29, 31	5
Meteorologist	1-20, 22-29, 31	5
Multi Media Journalist	1-20, 22-29, 31	24
Producer	1-20, 22-29, 31	27
Anchor/Reporter	1-20, 22-29, 31	24
Multi Media Journalist	1-20, 22-29, 31	23
Director of Branding & Promotions	1-20, 22-29, 31	23
Multi Media Journalist	1-20, 22-29, 31	5
MCO	1-20, 22-29, 31	5
Multi Media Journalist	1-20, 22-29, 31	5
Production Assistant	1-20, 22-29, 31	5
Creative Services	1-20, 22-29, 31	32
Weekend Sports	1-20, 22-29, 31	5

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**Section II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Media Line – email: <a href="mailto:Mark@medialine.com">Mark@medialine.com</a> web: <a href="http://www.medialine.com">www.medialine.com</a>	No	
2	Broadcasting Institute of Maryland – email: <a href="mailto:nb@bim.org">nb@bim.org</a> 7200 Harford Rd., Baltimore, MD 21234 434-254-2770	No	
3	VA Association of Broadcasters – <a href="http://www.vabonline.com">www.vabonline.com</a> (Gray400) 630 Country Green Ln., Charlottesville, VA 22902, Contact 434-977-3716	No	
4	National Association of Broadcasters 1771 N Street NW, Washington, DC ( <a href="http://www.nab.org">www.nab.org</a> ) Contact - Karen Hunter 202-429-5498	No	
5	<a href="http://www.tvjobs.com">www.tvjobs.com</a> Contact - Mark Holloway	No	10
6	WCAV 999 2 <sup>nd</sup> Street, Charlottesville, VA 22902 434-242-1919, Contact – Debbie Kaplan <a href="http://www.newsplex.com">www.newsplex.com</a>	No	
7	National College, 1515 Country Club Road Harrisonburg, VA 22802, Contact - Terresa Lundberg email: <a href="mailto:tlundberg@national-college.edu">tlundberg@national-college.edu</a> 540-432-0943	Yes	
8	Craigslist.com	No	
9	James Madison University, Harrisonburg, VA 22807 Contact - David Chase; website: <a href="http://www.jmu.edu/aacd/interviewing/employers/postajob.htm">www.jmu.edu/aacd/interviewing/employers/postajob.htm</a> 540-568-6229	No	
10	PVCC On-line now <a href="mailto:Andre.luck@pvcc.com">Andre.luck@pvcc.com</a>	No	

11	Bridgewater College Office of Career Services Bridgewater, VA 22812 email: <a href="mailto:stalbott@bridgewater.edu">stalbott@bridgewater.edu</a> 540-828-5371	No	
12	Blue Ridge Community College Weyers Cave, VA 24486 email: <a href="mailto:careers@brcc.edu">careers@brcc.edu</a> Contact - Elizabeth Hall, Student Services Coordinator 540-234-9261	No	
13	Gray Television, Inc., In-House Postings, WSAW-TV, 1114 Grand Ave., Wausau, WI Contact - Jane Ploeger <a href="mailto:jploeger@wsaw.com">jploeger@wsaw.com</a> 715-845-4211	No	
14	Coppin State College 2500 West North Ave., Baltimore, MD 21216 Contact - Linda Bowie email: <a href="mailto:careerdev@coppin.edu">careerdev@coppin.edu</a> / <a href="mailto:lbowie@coppin.edu">lbowie@coppin.edu</a> 410-951-3915	No	
15	George Washington University, Career Center 1922 F St. NW, Washington, DC 20052 website: <a href="http://www.gwired.gwu.edu/career">www.gwired.gwu.edu/career</a> 202-994-6495	No	
16	Mary Baldwin College, Staunton, VA 24401 email: <a href="mailto:sena@mbc.edu">sena@mbc.edu</a> 540-887-7221	No	
17	Norfolk State University, Mass Comm. 700 Park Ave., Norfolk, VA 23504 email: <a href="mailto:careerservices@nsu.edu">careerservices@nsu.edu</a> 757-823-8330	No	
18	Old Dominion University, Career Management 2202 Webb Center, Norfolk, VA 23529 Contact- Andrea Harrell email: <a href="mailto:aharrell@odu.edu">aharrell@odu.edu</a> web: <a href="http://cmcodu.erecruiting.com/emp/sblogin">http://cmcodu.erecruiting.com/emp/sblogin</a> 757-683-4388	No	
19	Virginia Commonwealth University 910 W Franklin St., Richmond, VA 23284 Contact - Nicole Footen fax: 804-828-2660	No	
20	Virginia Tech, Blacksburg, VA Contact - Betsy McCoy, <a href="mailto:betsy.mccoy@vt.edu">betsy.mccoy@vt.edu</a> web: <a href="https://www.myinterfase.com/vt/employer/">https://www.myinterfase.com/vt/employer/</a> 540-231-8089	No	

21	Esther Nizer, <a href="mailto:nizerem@aol.com">nizerem@aol.com</a> web: <a href="http://www.enizer.org">www.enizer.org</a>	Yes	
22	Mass VO Tech - email: <a href="mailto:jwest@rockingham.K12.va.us">jwest@rockingham.K12.va.us</a> 325 Pleasant Valley Rd., Harrisonburg, VA 22801 540-434-5961	No	
23	Station Employee Referral	No	7
24	Non-Employee Referral	No	6
25	On-Air Commercial Advertising	No	
26	Walk-Ins	No	
27	Internship Program	No	3
28	Job Fair	No	1
29	TV Technology web: <a href="http://www.tvtechnology.com">www.tvtechnology.com</a>	No	
30	suzanne milewski [ <a href="mailto:sue61_26325@yahoo.com">sue61_26325@yahoo.com</a> ]	Yes	
31	Shenandoah University 1460 University Drive, Winchester, VA 22601 540-665-4500 Rick Ours: <a href="mailto:rours@su.edu">rours@su.edu</a>	No	
32	Internal Promotion/Transfer	No	1
<b>TOTAL NUMBER OF INTERVIEWEES</b>			<b>28</b>

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**Section III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Programs	<p>This SEU hosts an active internship program that provides students from local high schools and universities the opportunity to work and learn in an unique tri-station television environment. During this reporting year, the station hosted 9 interns from five different universities. All the interns worked in the News Department and were supervised by the News Director.</p>
<b>2</b>	Participation in Job Fairs (4)	<p>The Stations in this SEU participated in multiple job fairs. At each even managers spoke with job applicants about opportunities for careers in broadcasting and job opportunities at the stations</p> <p>a) Sept. 29, 2010 – The Director of Programming and Community Relations attended the Charlottesville Community Fall Job Fair.</p> <p>b) November 11, 2010 – The Director of Programming and Community Relations and a Marketing Partner attended Fluvanna County High School Career Fair to speak about careers in television.</p> <p>c) April 14, 2011 – The Director of Programming and Community Relations and a News Anchor attended the</p>

		<p>Broadus Wood School Career Day and spoke about careers in television.</p> <p>d) March 23, 2011 – the Human Resources Manager and a Photojournalist attended the Piedmont Virginia Community College 27<sup>th</sup> Annual Career Fair.</p>
3	<p>Participate in event sponsored by organizations representing groups present in the community interested in broadcast employment issues.</p>	<p>On November 10, 2010, the SEU sponsored an event for the Charlottesville Chamber of Commerce – Leadership of Charlottesville. Participants received training in Media and Public Relations from one of our Marketing Managers.</p>